



STRENGTHENING OUR WORKFORCE

North Dakota's Strategic Plan for Workforce Development

Vision: *An enterprising workforce that drives North Dakota's global competitiveness, has regional access to exemplary skill development, embraces lifelong learning and contributes to state and community vitality.*

GOAL 1: PREPARE OUR FUTURE WORKFORCE

STRATEGY 1: Engage students, parents, schools and businesses in a comprehensive career planning process

Expand the use of RUReadyND.com, an online computer-based career development system, and a statewide grade 7-12 career planning curriculum.

STRATEGY 2: Expand access to career and technical education and training

Make more career and technical program options available to more students statewide, helping to meet workforce demands and increase school completion rates.

STRATEGY 3: Increase employer use of internships and cooperative work experiences

Expand work-based learning through a core resource for information, promotion and assistance for internships and cooperative work experience activities.

GOAL 2: FACILITATE THE CONNECTION BETWEEN BUSINESS AND WORKFORCE

STRATEGY 1: Build partnerships for future workforce needs and opportunities

Enhance linkages between employers, students, parents and schools for shared understanding of workforce needs and opportunities.

STRATEGY 2: Create a site for displaying employer-provided training and education resources

Provide an online inventory of employer-provided opportunities such as scholarships, training, internships, speakers, etc. for access by youth, parents and other career influencers.



GOAL 3: EXPAND AND RETAIN OUR WORKFORCE

STRATEGY 1: Provide communities and employers with tools to support efforts to meet their workforce needs

Assist communities and employers as they encourage new workers and their families to make North Dakota their home.

STRATEGY 2: Establish a pilot program utilizing federal demonstration grant funds to train unemployed, underemployed and dislocated workers in oilfield and construction trade occupations

Focus on securing employment with North Dakota employers experiencing worker shortages. The grant places priority on veterans and Native Americans.

STRATEGY 3: Ensure the continuing competitiveness of North Dakota's employers by enhancing the knowledge and skills of current workers

Offer frequent opportunities to communicate with employers regarding existing training, training needs and the return on investment resulting from training.

GOAL 4: MAP WORKFORCE DEVELOPMENT ACTIVITIES FOR PLANNING AND PROMOTION

STRATEGY 1: Create an inventory of existing workforce development services and programs, and analyze for strategies and policy recommendations

Create a detailed map of the training, education and development activities available in North Dakota for identifying gaps and potential solutions, and promoting North Dakota's opportunities.

STRATEGY 2: Promote North Dakota's training and education opportunities

Market the value of North Dakota's career opportunities in-state and out-of-state to encourage current, new and future residents to work, stay and play in North Dakota.

North Dakota Workforce Leadership Team



Our purpose is to identify North Dakota's current and emerging workforce needs and work collaboratively to develop and implement strategic, goal-oriented action plans that strengthen our state's workforce.

For additional information on North Dakota's Strategic Plan for Workforce Development, please contact Beth Zander at the North Dakota Department of Commerce.

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